



May 1993

# Distribution and Composition of Employee Earnings and Hours—Australia Preliminary

Catalogue No. 6305.0



EMBARGOED UNTIL 11.30 A.M. 29 NOVEMBER 1993

**DISTRIBUTION AND COMPOSITION OF EMPLOYEE  
EARNINGS AND HOURS, AUSTRALIA  
MAY 1993, PRELIMINARY**

**RICHARD MADDEN**  
Acting Australian Statistician

©Commonwealth of Australia 1993

## CONTENTS

		<i>Page</i>
<i>Table</i>		
..	Summary of Findings	1
1.	Distribution - weekly total earnings, full-time adult non-managerial employees and all employees by sex	6
2.	Composition - average weekly total earnings and hours paid for, category of employee by sex	7
3.	Average weekly total earnings, major occupation groups, category of employee by sex	8
4.	Average weekly total earnings, industry and sector, category of employee by sex	9
..	Explanatory Notes	10
<i>Appendix</i>		
A	Technical Note	13
B	Glossary	16
C	Additional data available on request	17

---

### INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics, contact Denise Burton on Canberra (06) 252 5325 or any ABS State Office.*
- *for information about other ABS statistics and services please refer to the back page of this publication.*

---



## SUMMARY OF FINDINGS

*Because of methodological differences, estimates of average earnings from this survey vary slightly from the estimates obtained from the quarterly survey of Average Weekly Earnings (6302.0).*

### Introduction

This publication presents information of the composition and distribution of the earnings of wage and salary earner employees in Australia at May 1993 derived from the Survey of Employee Earnings and Hours. It is estimated that there were 5,206,200 employees at May 1993. Of those 3,012,800 are classified as full-time adult non-managerial employees.

There are a number of different groupings of employees for which composition and distribution of earnings data could be presented. The following analysis mainly presents information about non-managerial employees, being a picture of earnings for a reasonably homogeneous grouping of employees. Some analysis is provided for the grouping of all employees.

### Distribution of earnings

#### *Full-time adult non-managerial employees*

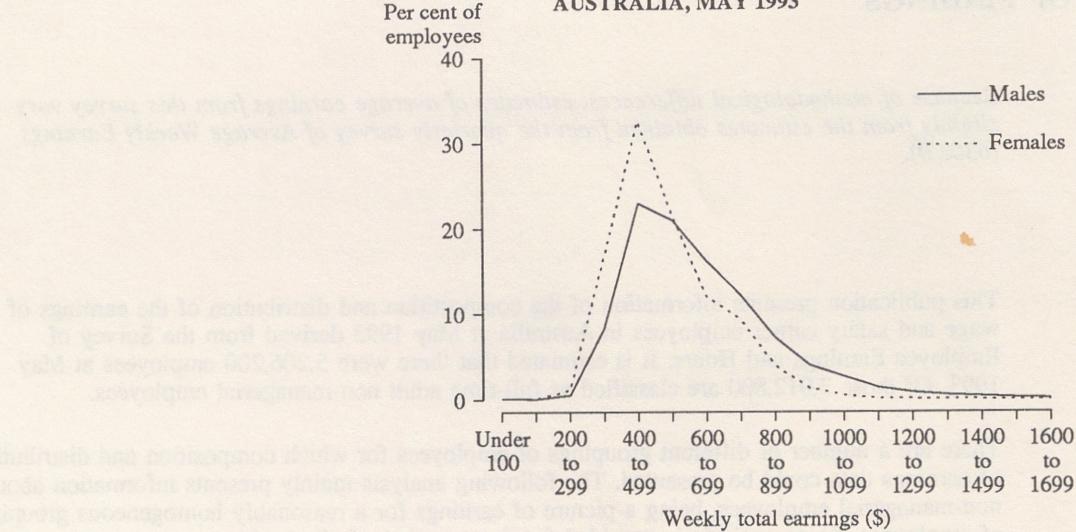
Average weekly total earnings for full-time adult non-managerial male and female employees in May 1993 was \$632.60 and \$533.60 respectively. This was a 3.5 per cent increase for males and a 1.8 per cent rise for females from May 1992 to May 1993. The most common earnings range (refer to Diagram 1) for full-time adult non-managerial employees, was \$400 to \$499. This weekly total earnings range represents 23.0 per cent of full-time adult non-managerial male employees and 32.6 per cent of female employees.

Average weekly total earnings at the 25th percentile for full-time adult non-managerial employees increased by 2.6 per cent for males (from \$453.30 to \$465.20) and 1.9 per cent for females (from \$411.40 to \$419.20) between May 1992 and May 1993 (refer Table 1). The median (50th percentile) weekly total earnings for full-time adult non-managerial male employees in May 1993 was \$581.20, a rise of 3.7 per cent on May 1992 (\$560.50). The median weekly total earnings for females rose by 1.6 per cent over the same period (to \$496.50). The 75th percentile weekly total earnings for full-time adult non-managerial male and female employees was \$741.50 and \$618.10, an increase of 3.8 per cent and 1.1 per cent respectively.

#### *All employees*

For all employees, median weekly total earnings in May 1993 were \$565.80 for males and \$401.20 for females, increases of 3.2 per cent and 0.8 per cent respectively on May 1992. The concentration of females in the lower earnings ranges is because a large proportion of part-time employees are females (75.0%), managerial employees are predominantly male (74.7%), and females receive considerably less overtime, on average, than males.

DIAGRAM 1: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS,  
AUSTRALIA, MAY 1993



## Composition of earnings

### *Full-time adult non-managerial employees*

In May 1993, award or agreed base rate of pay represented 86.7 per cent of average weekly total earnings, for full-time adult non-managerial male employees. Overtime contributed a further 9.9 per cent. For females, earnings attributable to award or agreed base rate of pay represented 95.7 per cent of average weekly total earnings, with overtime earnings contributing a further 2.6 per cent. Females received considerably less overtime, on average, than males: \$13.80 compared to \$62.60.

### *All employees*

Average weekly total earnings for all employees in May 1993 were \$612.80 for males, and \$408.70 for females. Award or agreed base rate of pay accounted for 90.2 per cent and 96.6 per cent, respectively, of male and female average weekly total earnings. This compares with 91.0 per cent for males, and 96.7 per cent for females, in May 1992.

COMPOSITION OF EARNINGS AS A PERCENTAGE OF AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AND ALL EMPLOYEES,  
AUSTRALIA, MAY 1993

	Award or agreed base rate of pay(a)	Payment by measured result	Over- award pay	Total ordinary time pay	Overtime pay	Total weekly earnings
—per cent—						
<i>Full-time adult non-managerial—</i>						
Males	86.7	1.6	1.8	90.1	9.9	100.0
Females	95.7	0.4	1.3	97.4	2.6	100.0
Persons	89.8	1.2	1.6	92.6	7.4	100.0
<i>All employees—</i>						
Males	90.2	1.3	1.5	93.0	7.0	100.0
Females	96.6	0.3	1.1	98.0	2.0	100.0
Persons	92.5	1.0	1.3	94.8	5.2	100.0

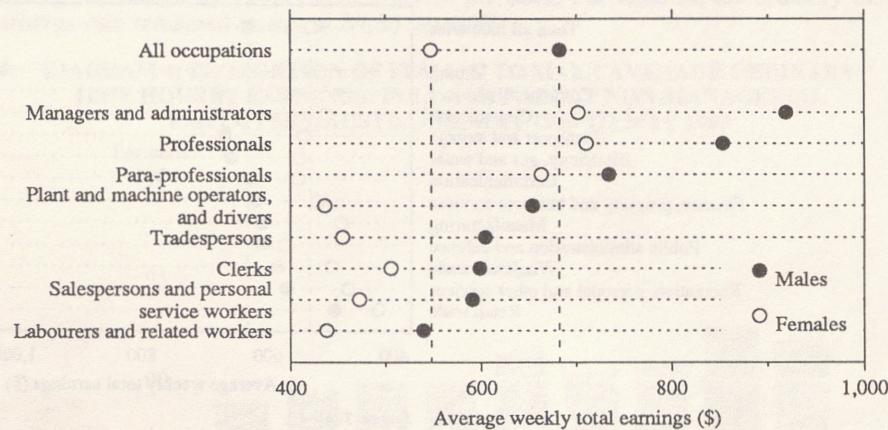
(a) Includes payments from enterprise bargaining awards and agreements. See paragraph 16 of the Explanatory Notes.

## Earnings by occupation

In May 1993, full-time adult female earnings were 80.3 per cent of male earnings (females \$547.60, males \$682.20). Diagram 2 shows that the difference in male and female earnings varies considerably between major occupation groups. The smallest difference is for Para-professionals, where female earnings were 90.4 per cent of male earnings (males \$734.10, females \$663.70). The greatest difference was recorded for Plant and machine operators, and drivers, where female earnings were 66.6 per cent of male earnings (males \$654.30, females \$435.90).

Between May 1992 and May 1993 the estimated average weekly total earnings for full-time adult males increased by 3.6 per cent, compared with a rise of 1.7 per cent for females. Increases for males were greater than for females in most occupation groups. The occupations where female adult total earnings increased more than male earnings were Tradespersons (females 6.5%, males 4.2%), Salespersons and personal service workers (females 0.7%, males 0.1%), and Clerks (females 3.2%, males 3.0%).

DIAGRAM 2: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT EMPLOYEES, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1993



Source: Table 3

## Earnings by industry

Diagram 3 shows the highest average weekly total earnings for full-time adult non-managerial employees were in the following industries:

Males:

- Mining - \$1019.50
- Community services - \$682.40
- Construction - \$678.30

Females:

- Mining - \$709.30
- Community services - \$594.40
- Public administration and defence - \$574.20

The industries with the lowest estimates of average weekly total earnings for full-time adult non-managerial employees were:

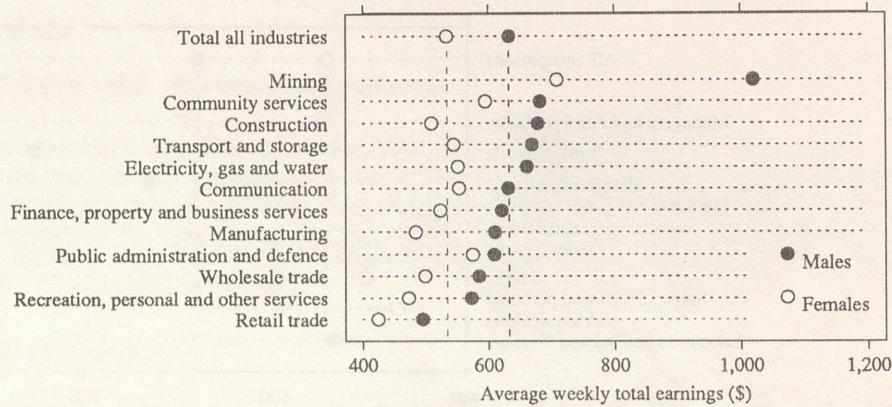
Males:

- Retail trade - \$494.90
- Recreation, personal and other services - \$572.50
- Wholesale trade - \$584.30

Females:

- Retail trade - \$425.00
- Recreation, personal and other services - \$473.30
- Manufacturing - \$484.50

DIAGRAM 3: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MAJOR INDUSTRIES, AUSTRALIA, MAY 1993



Source: Table 4

## Earnings by sector

In May 1993, public sector employees in all the broad categories of employees (refer Table 4) earned, on average, more than their private sector counterparts.

Full-time adult non-managerial males in the private sector earned \$618.90, representing 93.3 per cent of male public sector earnings. Female employees in the private sector earned \$502.20 (83.6 per cent of earnings by females in the public sector).

Between May 1992 and May 1993 the estimated average weekly total earnings for full-time adult non-managerial employees increased by 4.2 per cent in the private sector, and 2.8 per cent in the public sector. Earnings of private sector full-time adult non-managerial males showed a large increase (4.8%) compared to those of private sector females (3.8%). Public sector males and females both recorded a 2.7 per cent increase.

Female full-time adult non-managerial employees in the private sector received 81.1 per cent of male private sector earnings. In the public sector, female full-time adult non-managerial earnings were 90.6 per cent of male earnings. Female full-time junior employees earned 95.0 per cent and 96.8 per cent, respectively, of male earnings in the private and public sectors.

## Average weekly hours paid for

Between May 1992 and May 1993, average weekly ordinary time hours and overtime hours increased for both male and female full-time adult non-managerial employees. Ordinary time hours paid for increased by 0.2 hours for males and females, while overtime hours increased by 0.3 hours and 0.1 hours respectively.

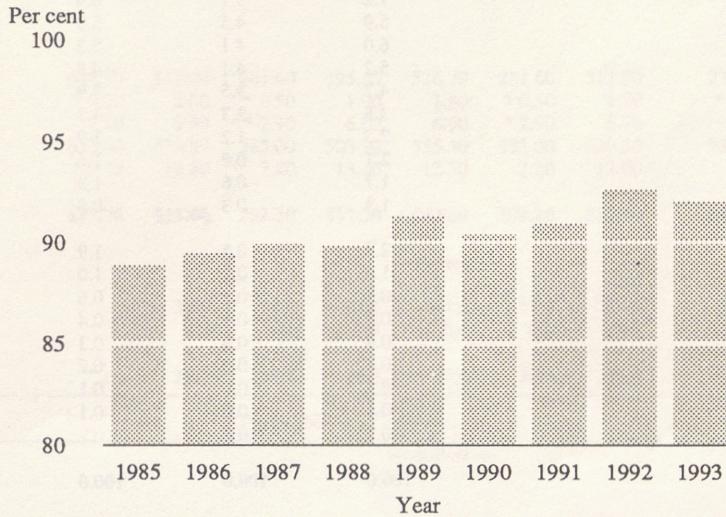
The proportion of female to male average ordinary time hourly earnings (for full-time adult non-managerial employees) has risen steadily in recent years, from 88.9 per cent in May 1985 to 92.0 per cent in May 1993 (refer Diagram 4).

In May 1993, full-time adult non-managerial males earned \$15.00 per ordinary time hour on average, while for females the average ordinary time hourly rate was \$13.80. This represents increases of 1.4 per cent and 0.7 per cent respectively from the corresponding ordinary time hourly rates in May 1992 (\$14.80 for males, and \$13.70 for female employees).

Full-time junior non-managerial males and females recorded an increase of 0.3 hours in ordinary time hours paid for. Overtime increased by 0.3 hours for junior males, and 0.1 hours for junior females.

Between May 1992 and May 1993 for full-time junior employees, male ordinary time hourly earnings decreased by 3.8 per cent to \$7.60 per hour. For females, the ordinary time hourly earnings rate remained steady at \$7.50 per hour.

**DIAGRAM 4: PROPORTION OF FEMALE TO MALE AVERAGE ORDINARY TIME HOURLY EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1985 TO MAY 1993**



## ADDITIONAL DATA AVAILABLE ON REQUEST

### Detailed Tables

The ABS can provide detailed tables from the May 1993 EEH Survey on floppy disk or paper, in a format similar to the twenty two tables published in the May 1992 final publication (ABS Catalogue 6306.0).

### Customised Reports

A range of preliminary unpublished data from the Survey of Employee Earnings and Hours (EEH) is available on request. For further details see page 16 of this publication.

### Contact Officer

For further information about these services (and the charges involved) please contact Denise Burton in Canberra on (06) 252 5325.

TABLE 1. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES AND ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1993

	Full-time adult non-managerial employees			All employees		
	Males	Females	Persons	Males	Females	Persons
— per cent —						
Weekly total earnings (\$)—						
Under 40	* 0.1	* 0.1	* 0.1	1.0	1.8	1.4
40 and under 80	* 0.1	* 0.0	* 0.1	2.2	4.8	3.4
80 "	120	* 0.0	* 0.0	1.8	4.5	3.0
120 "	160	* 0.0	* 0.1	1.3	4.0	2.6
160 "	200	* 0.1	* 0.1	1.3	4.1	2.6
200 "	240	0.2	0.3	1.9	5.3	3.4
240 "	280	0.2	0.4	1.6	5.0	3.2
280 "	320	0.7	1.6	2.1	5.4	3.6
320 "	360	2.3	4.0	2.8	5.6	4.1
360 "	400	5.5	11.6	4.9	8.7	6.7
400 "	420	4.4	7.0	3.9	4.8	4.3
420 "	440	5.0	6.4	3.6	4.1	3.8
440 "	460	5.1	7.1	3.7	4.3	4.0
460 "	480	4.5	6.0	3.3	3.6	3.4
480 "	500	4.1	6.1	3.1	3.4	3.2
500 "	520	4.9	5.3	4.1	3.4	3.7
520 "	540	4.1	4.6	3.1	2.8	3.0
540 "	560	4.3	4.1	3.3	2.4	2.9
560 "	580	4.2	4.3	3.3	2.5	2.9
580 "	600	3.6	3.3	2.6	1.9	2.3
600 "	640	7.2	5.1	5.9	3.1	4.6
640 "	680	5.9	4.5	4.9	2.7	3.9
680 "	720	6.0	4.1	5.1	2.5	3.9
720 "	760	5.2	4.1	4.2	2.3	3.3
760 "	800	4.2	3.5	3.4	2.0	2.8
800 "	840	3.8	2.3	3.3	1.4	2.5
840 "	880	2.3	1.2	2.5	0.9	1.7
880 "	920	2.1	0.9	2.1	0.7	1.4
920 "	960	1.7	0.6	1.9	0.5	1.3
960 "	1,000	1.3	0.3	1.6	0.4	1.0
1,000 "	1,100	2.7	0.5	3.5	0.6	2.1
1,100 "	1,200	1.4	0.2	1.9	0.3	1.2
1,200 "	1,300	0.9	* 0.1	1.4	0.2	0.8
1,300 "	1,400	0.6	* 0.1	0.8	* 0.1	0.5
1,400 "	1,500	0.4	* 0.0	0.6	* 0.0	0.4
1,500 "	1,600	0.3	* 0.0	0.5	* 0.0	0.3
1,600 "	1,700	0.2	* 0.0	0.3	* 0.0	0.2
1,700 "	1,800	0.1	* 0.0	0.3	* 0.0	0.1
1,800 and over		0.3	* 0.0	0.8	* 0.1	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0
— '000 —						
Total employees(a)	1,865.5	1,147.3	3,012.8	2,820.6	2,385.6	5,206.2
— dollars —						
25th percentile	465.20	419.20	444.40	420.10	243.80	340.30
50th percentile (median)	581.20	496.50	546.90	565.80	401.20	481.30
75th percentile	741.50	618.10	698.30	759.00	535.80	670.40
Mean earnings	632.60	533.60	594.90	612.80	408.70	519.30

(a) See paragraph 7 of the Explanatory Notes.

TABLE 2. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1993

Full-time employees											
	Managerial		Non-managerial		Total			Part-time employees	All employees		
	Adult	Adult	Junior	Total	Adult	Junior	Total				
MALES											
— dollars —											
<i>Average weekly earnings—</i>											
Ordinary time—											
Award or agreed base rate of pay(a)	844.40	548.70	283.70	535.40	613.40	283.70	600.30	198.40	552.80		
Payment by measured result	* 6.30	10.00	1.70	9.60	9.20	1.70	8.90	* 1.80	8.10		
Overaward pay	7.00	11.30	3.70	11.00	10.40	3.70	10.10	* 0.90	9.00		
Total ordinary time	857.70	570.00	289.00	555.90	633.00	289.00	619.30	201.10	569.90		
Overtime	1.30	62.60	18.20	60.40	49.20	18.20	48.00	5.30	42.90		
<b>Total</b>	<b>859.00</b>	<b>632.60</b>	<b>307.20</b>	<b>616.30</b>	<b>682.20</b>	<b>307.20</b>	<b>667.30</b>	<b>206.40</b>	<b>612.80</b>		
— hours —											
<i>Average weekly hours paid for—</i>											
Ordinary time											
. . .	38.0	38.0	38.0	38.0	36.9	38.0	36.9	14.5	34.3		
Overtime	2.8	1.5	2.7	2.7	2.2	1.5	2.2	0.3	1.9		
<b>Total</b>	<b>.. .</b>	<b>40.8</b>	<b>39.6</b>	<b>40.7</b>	<b>39.1</b>	<b>39.6</b>	<b>39.1</b>	<b>14.8</b>	<b>36.2</b>		
FEMALES											
— dollars —											
<i>Average weekly earnings—</i>											
Ordinary time—											
Award or agreed base rate of pay(a)	644.70	510.90	281.60	495.40	526.70	281.60	511.90	232.80	394.70		
Payment by measured result	* 0.20	2.00	* 0.50	1.90	1.80	* 0.50	1.70	* 0.80	1.30		
Overaward pay	7.10	6.90	* 2.90	6.60	6.90	* 2.90	6.70	1.20	4.40		
Total ordinary time	652.00	519.80	285.00	503.90	535.40	285.00	520.30	234.90	400.40		
Overtime	* 0.70	13.80	7.20	13.40	12.30	7.20	12.00	3.20	8.30		
<b>Total</b>	<b>652.70</b>	<b>533.60</b>	<b>292.20</b>	<b>517.30</b>	<b>547.60</b>	<b>292.20</b>	<b>532.30</b>	<b>238.00</b>	<b>408.70</b>		
— hours —											
<i>Average weekly hours paid for—</i>											
Ordinary time											
. . .	37.6	37.9	37.6	37.0	37.9	37.1	37.1	17.3	28.8		
Overtime	0.7	0.5	0.7	0.6	0.5	0.6	0.6	0.2	0.4		
<b>Total</b>	<b>.. .</b>	<b>38.3</b>	<b>38.5</b>	<b>38.3</b>	<b>37.6</b>	<b>38.5</b>	<b>37.7</b>	<b>17.5</b>	<b>29.2</b>		
PERSONS											
— dollars —											
<i>Average weekly earnings—</i>											
Ordinary time—											
Award or agreed base rate of pay(a)	799.10	534.30	282.70	520.00	582.80	282.70	568.70	224.20	480.40		
Payment by measured result	* 4.90	6.90	1.20	6.60	6.60	1.20	6.30	1.10	5.00		
Overaward pay	7.00	9.60	3.30	9.30	9.20	3.30	8.90	1.10	6.90		
Total ordinary time	811.10	550.90	287.20	535.90	598.60	287.20	583.90	226.40	492.20		
Overtime	1.20	44.00	13.10	42.30	36.20	13.10	35.10	3.70	27.10		
<b>Total</b>	<b>812.30</b>	<b>594.90</b>	<b>300.30</b>	<b>578.20</b>	<b>634.80</b>	<b>300.30</b>	<b>619.00</b>	<b>230.10</b>	<b>519.30</b>		
— hours —											
<i>Average weekly hours paid for—</i>											
Ordinary time											
. . .	37.8	38.0	37.8	36.9	38.0	37.0	37.0	16.6	31.7		
Overtime	2.0	1.1	1.9	1.6	1.1	1.6	1.6	0.2	1.3		
<b>Total</b>	<b>.. .</b>	<b>39.8</b>	<b>39.1</b>	<b>39.8</b>	<b>38.6</b>	<b>39.1</b>	<b>38.6</b>	<b>16.8</b>	<b>33.0</b>		

(a) Includes payments from enterprise bargaining awards and agreements. See paragraph 16 of the Explanatory Notes.

TABLE 3. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS AND  
CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1993  
(dollars)

Occupation	Full-time employees									
	Managerial		Non-managerial			Total			Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Junior	Total			
MALES										
Managers and administrators(a)	930.60	778.60	* 0.00	778.60	918.50	* 0.00	918.50	* 304.40	911.10	
Professionals	988.40	787.70	281.00	784.30	852.80	281.00	850.20	363.90	799.90	
Para-professionals	816.40	723.00	281.80	720.30	734.10	281.80	731.60	* 273.80	698.20	
Tradespersons	540.50	610.70	314.30	576.20	604.80	314.30	573.50	238.10	561.70	
Clerks	673.90	588.30	308.00	578.00	599.10	308.00	589.70	240.10	556.10	
Salespersons and personal service workers	674.70	567.30	306.80	551.40	591.10	306.80	577.40	153.10	454.90	
Plant and machine operators, and drivers	515.20	657.60	339.70	655.40	654.30	339.70	652.10	174.70	616.20	
Labourers and related workers	592.80	538.30	285.30	524.80	539.50	285.30	526.20	179.30	443.70	
All occupations	859.00	632.60	307.20	616.30	682.20	307.20	667.30	206.40	612.80	
FEMALES										
Managers and administrators(a)	710.90	669.80	* 0.00	669.80	702.10	* 0.00	702.10	* 313.50	663.90	
Professionals	827.40	690.40	332.60	689.00	710.80	332.60	709.60	314.20	586.00	
Para-professionals	740.10	658.80	302.70	655.70	663.70	302.70	660.80	378.20	539.90	
Tradespersons	411.30	457.30	250.00	410.50	454.80	250.00	410.60	233.60	358.40	
Clerks	507.20	505.50	301.40	490.80	505.70	301.40	492.10	254.40	421.70	
Salespersons and personal service workers	543.90	465.70	291.80	441.50	472.60	291.80	449.40	189.80	287.40	
Plant and machine operators, and drivers	530.20	435.40	* 333.80	432.00	435.90	* 333.80	432.50	* 195.20	389.50	
Labourers and related workers	481.50	437.70	312.30	434.10	438.00	312.30	434.50	208.40	300.20	
All occupations	652.70	533.60	292.20	517.30	547.60	292.20	532.30	238.00	408.70	
PERSONS										
Managers and administrators(a)	895.50	738.00	* 0.00	738.00	879.10	* 0.00	879.10	* 310.40	862.60	
Professionals	951.50	744.00	297.60	741.60	797.00	297.60	795.00	328.20	702.10	
Para-professionals	798.50	698.00	291.70	695.20	707.80	291.70	705.10	362.60	620.30	
Tradespersons	533.40	597.60	303.30	560.30	592.40	303.30	558.40	235.70	536.70	
Clerks	573.80	530.70	302.60	516.70	535.00	302.60	522.00	252.90	456.10	
Salespersons and personal service workers	640.30	515.50	296.00	493.00	535.40	296.00	514.40	182.40	346.40	
Plant and machine operators, and drivers	515.60	630.90	337.40	627.90	628.50	337.40	625.50	180.30	585.70	
Labourers and related workers	580.20	512.10	289.40	501.60	513.40	289.40	503.00	197.20	387.90	
All occupations	812.30	594.90	300.30	578.20	634.80	300.30	619.00	230.10	519.30	

(a) See paragraph 10 of the Explanatory Notes.

TABLE 4. AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRY, SECTOR AND CATEGORY OF EMPLOYEE,  
AUSTRALIA, MAY 1993  
(dollars)

Industry/Sector	Full-time employees									
	Managerial			Non-managerial			Total		Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Junior	Total			
MALES										
Mining	1,179.60	1,019.5	568.40	1,011.4	1,029.0	568.40	1,021.2	227.60	1,018.40	
Manufacturing	821.10	609.70	298.30	592.70	639.20	298.30	623.00	258.10	609.80	
Electricity, gas and water	1,072.00	660.20	305.10	649.90	686.10	305.10	675.80	340.50	674.10	
Construction	714.10	678.30	368.90	650.20	686.40	368.90	663.70	245.60	645.60	
Wholesale trade	815.10	584.30	286.00	569.40	651.40	286.00	638.30	245.30	618.90	
Retail trade	604.80	494.90	289.40	461.20	530.80	289.40	502.60	126.00	394.20	
Transport and storage	815.30	669.20	321.30	663.10	687.10	321.30	681.40	237.40	653.30	
Communication	930.70	631.00	* 0.00	630.40	663.00	* 0.00	662.40	251.80	644.10	
Finance, property and business services	999.40	620.80	335.40	613.50	772.10	335.40	765.30	235.80	703.60	
Public administration and defence	1,107.50	608.80	293.60	604.50	680.00	293.60	675.40	231.30	660.70	
Community services	1,011.40	682.40	256.60	675.30	754.90	256.60	748.40	288.50	666.90	
Recreation, personal and other services	626.60	572.50	291.40	552.30	586.90	291.40	571.00	178.00	416.00	
Total all industries	859.00	632.60	307.20	616.30	682.20	307.20	667.30	206.40	612.80	
Private sector	813.90	618.90	305.90	598.50	668.00	305.90	650.10	197.70	588.70	
Public sector	1,081.00	663.50	320.10	658.30	719.10	320.10	713.80	256.70	682.80	
FEMALES										
Mining	794.10	709.30	* 0.00	710.50	710.00	* 0.00	711.20	278.00	639.60	
Manufacturing	629.90	484.50	332.80	478.60	496.10	332.80	490.20	244.60	435.70	
Electricity, gas and water	938.70	550.60	280.80	541.10	569.10	280.80	559.40	275.70	528.10	
Construction	517.80	509.30	270.20	489.10	511.50	270.20	496.20	180.60	370.80	
Wholesale trade	633.80	499.20	319.10	484.10	521.30	319.10	506.90	238.90	437.60	
Retail trade	487.70	425.00	304.30	406.30	439.30	304.30	422.60	170.80	266.60	
Transport and storage	576.60	544.60	333.90	530.90	549.30	333.90	537.20	262.80	478.50	
Communication	865.40	553.00	* 0.00	553.00	561.80	* 0.00	561.80	243.30	478.80	
Finance, property and business services	701.50	523.50	291.00	506.00	543.60	291.00	526.60	250.50	440.50	
Public administration and defence	992.00	574.20	331.10	567.70	601.40	331.10	594.60	233.10	517.10	
Community services	811.40	594.40	279.10	584.50	613.10	279.10	603.60	299.30	461.80	
Recreation, personal and other services	473.90	473.30	249.80	431.50	473.40	249.80	438.00	189.60	291.90	
Total all industries	652.70	533.60	292.20	517.30	547.60	292.20	532.30	238.00	408.70	
Private sector	597.60	502.20	290.60	483.40	515.80	290.60	498.40	225.10	374.40	
Public sector	959.00	601.00	309.80	595.50	622.50	309.80	617.00	296.80	516.50	
PERSONS										
Mining	1,175.00	992.80	579.80	985.70	1,002.8	579.80	996.00	269.50	982.10	
Manufacturing	791.00	577.40	305.10	563.60	604.10	305.10	590.70	248.60	560.20	
Electricity, gas and water	1,061.10	648.40	302.00	638.20	673.70	302.00	663.40	292.30	656.90	
Construction	687.30	658.80	358.30	631.80	665.40	358.30	643.70	202.40	597.00	
Wholesale trade	785.50	559.70	299.80	544.10	618.00	299.80	603.60	240.80	561.80	
Retail trade	569.50	466.00	295.30	438.70	495.90	295.30	472.00	158.00	325.70	
Transport and storage	772.90	650.40	326.40	642.30	665.80	326.40	658.30	248.50	621.00	
Communication	924.30	606.80	* 0.00	606.50	633.40	* 0.00	633.00	245.40	586.70	
Finance, property and business services	939.80	565.70	299.80	551.30	664.90	299.80	650.10	247.00	560.10	
Public administration and defence	1,084.20	595.70	314.00	590.50	651.80	314.00	646.30	232.80	601.80	
Community services	947.30	630.80	273.00	621.70	677.30	273.00	668.50	297.50	532.70	
Recreation, personal and other services	569.40	523.50	260.50	488.70	533.90	260.50	505.10	185.90	342.60	
Total all industries	812.30	594.90	300.30	578.20	634.80	300.30	619.00	230.10	519.30	
Private sector	764.10	574.80	298.90	554.30	615.30	298.90	596.60	218.00	489.50	
Public sector	1,055.50	639.30	315.60	633.90	683.40	315.60	678.00	288.30	609.00	

## EXPLANATORY NOTES

### Introduction

This publication contains estimates obtained from a sample survey of employers conducted in May 1993. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1993* (6306.0) expected to be released in March 1994.

### Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

5. A sample of approximately 8,200 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 75,000 employees were obtained in the survey.

7. Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 2,820,600 male and 2,385,600 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

### Industry classification

8. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0). The following table shows details of the ASIC industries used in the publication (More detailed information may be available on request).

		ASIC code
	Sub- Division	division Title
B		Mining
C		Manufacturing
D		Electricity, gas and water
E		Construction
	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(a)
K		Community services
L		Recreation, personal and other services(b)

(a) Excludes permanent defence forces. (b) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

### Occupation

9. Occupation is classified according to the Australian Standard Classification of Occupations (ASCO), based on the title and description of the job.

10. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group 'Managers and Administrators'; e.g. employees classified as Professionals according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which con-

tain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and Administrators'.

11. Details of ASCO can be found in ASCO: *Statistical Classification — First Edition* (1222.0), and an *Information Paper: ASCO — Australian Standard Classification of Occupations, April 1991* (1221.0).

#### Comparability of results

12. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981.

13. Care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0), as a different sample design and survey methodology are used. The Average Weekly Earnings survey collects information relating to total employment of organisations selected in the survey, whereas results from the Employee Earnings and Hours survey are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the sample for the Employee Earnings and Hours survey is much larger than that for the Average Weekly Earnings survey.

14. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

15. Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

16. In the May 1993 Employee Earnings and Hours publications (6305.0 and 6306.0) payments resulting from enterprise bargaining awards and agreements have been included in 'Award or agreed base rate of pay'. The ABS collected these enterprise payments separately from award pay in the May 1992 and May 1993 Surveys but a significant number of employers were not able to separately identify them. Users comparing movements in overaward pay should note that overaward payments may be absorbed into the new wage rates paid under an enterprise award or agreement.

#### Reliability of estimates

17. For information on the reliability of estimates see the Technical Note (Appendix A).

#### Related publications

18. Users may also wish to refer to the following publications which are available on request:

*Distribution and Composition of Employee Earnings and Hours, Australia, May 1992* (6306.0)

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) — issued June 1984

*Award Rates of Pay Indexes, Australia* (6312.0) — issued monthly

*Award Coverage, Australia, May 1990* (6315.0)

*Average Weekly Earnings, Australia, Preliminary* (6301.0) — issued quarterly

*Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Average Earnings and Hours of Employees, Australia* (6304.0) — annual; final issue November 1991

*Weekly Earnings of Employees (Distribution), Australia* (6310.0) — issued annually

*Job Vacancies and Overtime, Australia* (6354.0) — issued quarterly

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly

*Major Labour Costs, Australia* (6348.0) — issued two-yearly

*The Labour Force, Australia* (6203.0) — issued monthly

*Labour Force Projections, Australia 1992 - 2005* (6260.0)

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage.*

19. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Unpublished statistics

20. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to Denise Burton on Canberra (06) 252 5325 or to Information Services in the nearest ABS office. Details of additional data available from this Survey are shown on page 17.

**Symbols and other usages**

\* subject to high relative standard error.  
See paragraph 7 of the Technical Note  
(Appendix A).

21. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average

weekly hours paid for are rounded to the first decimal place.

22. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

## APPENDIX A

## TECHNICAL NOTE

## Introduction

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

## Reliability of estimates

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables below have been produced to give an indication of the magnitude of relative standard errors.

4. The figures in Table A provide an indication of magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$280 to \$320 is 2.1 per cent of the total number of male employees (see Table 1). This represents approximately 59,233 males. Table A shows the relative standard error of this estimate to be approximately 7.0 per cent or 4,190 employees. There are about two chances in three that a complete collection would give a figure within the range

55,043 to 63,423 and about nineteen chances in twenty that the figure would be within the range 50,853 to 67,613.

5. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings). An example of the use of Table B is as follows. Table 2 shows average overtime earnings of full-time non-managerial adult males (Australia) as \$62.60. Table B shows the approximate relative standard error for this estimate to be 3.4 per cent (i.e. about \$2.10). There are about two chances in three that a complete collection would give a figure within the range \$60.50 to \$64.70 and about nineteen chances in twenty that the figure would be within the range of \$58.40 to \$66.80.

6. Table C indicates the relative standard error of estimates of average weekly total earnings for various categories of employees by Industry. The use of the relative standard error from this table can be applied in the same way as in the example for Table B above.

7. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25 per cent of the estimate for Distribution tables and 10 per cent for Occupation tables.

8. The following notes give indications of relative standard errors which are not covered directly by the tables.

*Occupations* reported in Table 3 for which the relative standard error is equal to or greater than 10 per cent are highlighted with an asterisk.

*Private/public sector.* Relative standard errors relating to estimates of the private or public sector only are generally slightly higher than those for the private and public sectors combined.

*Average weekly hours paid for.* Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA, MAY 1993

Size of estimate (persons)	Standard error (number)	Relative standard error (per cent)	Size of estimate (persons)	Standard error (number)	Relative standard error (per cent)
500	240	47.8	80,000	5,050	6.3
1,000	350	35.3	90,000	5,450	6.1
2,500	600	23.9	100,000	5,830	5.8
5,000	900	18.0	150,000	7,610	5.1
10,000	1,370	13.7	200,000	9,200	4.6
20,000	2,090	10.5	1,000,000	27,400	2.7
30,000	2,700	9.0	2,000,000	44,480	2.2
40,000	3,240	8.1	3,000,000	59,300	2.0
50,000	3,730	7.5	4,000,000	72,850	1.8
60,000	4,190	7.0	5,000,000	85,540	1.7
70,000	4,630	6.6	6,000,000	97,600	1.6

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS OF FULL-TIME  
NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1993  
(per cent)

Average weekly total earnings								
Average weekly ordinary time earnings								
Award or agreed base rate of pay(a)	Payment by measured result	Over- award pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
<i>Adult—</i>								
Males	0.6	8.0	5.1	0.5	3.4	0.6	0.1	3.3
Females	0.5	14.0	7.2	0.5	4.5	0.5	0.1	4.5
Persons	0.5	7.5	4.5	0.4	3.2	0.5	0.1	3.2
<i>Junior—</i>								
Males	1.6	21.1	16.1	1.5	10.5	1.7	0.2	10.3
Females	1.4	85.4	28.5	1.4	17.9	1.5	0.2	17.0
Persons	1.1	24.9	15.5	1.1	9.3	1.2	0.1	9.1
<i>Total—</i>								
Males	0.6	7.9	5.0	0.5	3.3	0.6	0.1	3.3
Females	0.5	14.0	7.0	0.5	4.4	0.5	0.1	4.3
Persons	0.5	7.5	4.5	0.4	3.1	0.5	0.1	3.1

(a) Includes payments from enterprise bargaining awards and agreements. See paragraph 16 of the Explanatory Notes.

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS,  
INDUSTRY, SECTOR AND CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1993  
(per cent)

Industry/Sector	Full-time employees									
	Managerial		Non-managerial			Total			Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Junior	Total			
MALES										
Mining	8.9	1.9	8.9	1.9	2.1	8.9	2.0	20.6	2.0	
Manufacturing	1.8	1.0	3.1	1.1	1.0	3.1	1.1	5.5	1.0	
Electricity, gas and water	2.0	0.6	6.4	0.6	0.8	6.4	0.8	18.1	0.8	
Construction	5.3	1.7	5.9	1.9	1.7	5.9	2.0	11.6	2.0	
Wholesale trade	3.4	2.7	3.1	2.8	2.9	3.1	3.0	7.2	3.0	
Retail trade	2.6	1.8	2.0	1.8	1.6	2.0	1.6	3.7	2.6	
Transport and storage	4.6	2.2	7.1	2.2	1.9	7.1	2.0	5.8	2.2	
Communication	2.4	2.0	* 0.0	2.0	1.3	* 0.0	1.4	8.4	1.5	
Finance, property and business services	2.8	1.8	5.0	1.8	1.8	5.0	1.8	4.6	2.0	
Public administration and defence	3.5	3.2	4.8	3.3	2.0	4.8	2.2	7.6	2.2	
Community services	1.8	1.1	5.2	1.2	1.3	5.2	1.3	5.1	1.2	
Recreation, personal and other services	5.5	4.9	3.7	4.9	3.7	3.7	3.7	7.8	4.6	
Total all industries	1.1	0.6	1.7	0.6	0.6	1.7	0.6	2.7	0.7	
Private sector	1.4	0.8	1.8	0.8	0.7	1.8	0.8	3.2	0.9	
Public sector	1.2	0.6	3.5	0.7	0.6	3.5	0.6	4.1	0.7	
FEMALES										
Mining	17.9	3.8	* 0.0	3.8	3.8	* 0.0	3.8	7.2	4.0	
Manufacturing	4.0	1.2	3.4	1.2	1.2	3.4	1.2	3.6	1.3	
Electricity, gas and water	7.2	3.8	7.7	3.6	3.1	7.7	2.8	7.3	2.8	
Construction	8.8	2.8	5.2	2.8	2.8	5.2	2.9	11.4	7.3	
Wholesale trade	6.3	2.3	6.1	2.3	2.1	6.1	2.1	4.9	2.8	
Retail trade	2.9	0.9	2.5	0.9	1.0	2.5	1.0	2.0	1.5	
Transport and storage	7.4	1.8	5.6	1.9	2.0	5.6	2.0	9.7	2.7	
Communication	5.7	1.2	0.0	1.2	1.7	0.0	1.7	8.4	2.1	
Finance, property and business services	3.6	1.0	4.1	1.0	1.1	4.1	0.9	2.7	1.2	
Public administration and defence	5.6	2.2	5.0	2.3	2.0	5.0	2.1	2.7	3.0	
Community services	3.2	0.6	3.8	0.6	0.7	3.8	0.7	1.3	0.9	
Recreation, personal and other services	4.8	2.7	4.4	2.4	2.3	4.4	2.2	3.4	2.9	
Total all industries	1.6	0.5	1.5	0.5	0.5	1.5	0.5	1.0	0.7	
Private sector	1.9	0.6	1.7	0.6	0.6	1.7	0.6	1.2	0.8	
Public sector	2.2	0.5	3.0	0.6	0.6	3.0	0.6	1.1	0.9	
PERSONS										
Mining	8.8	1.7	6.9	1.8	1.9	6.9	1.9	7.4	1.9	
Manufacturing	1.8	0.9	2.6	1.0	1.0	2.6	1.0	3.3	1.0	
Electricity, gas and water	1.8	0.5	5.6	0.6	0.6	5.6	0.7	6.4	0.6	
Construction	5.6	1.7	5.6	1.8	1.7	5.6	1.9	9.4	2.4	
Wholesale trade	3.3	2.3	3.6	2.4	2.5	3.6	2.5	4.4	2.6	
Retail trade	1.9	1.3	1.7	1.3	1.2	1.7	1.2	2.1	1.7	
Transport and storage	5.4	2.0	5.0	2.0	1.9	5.0	1.9	6.4	2.1	
Communication	2.2	1.5	* 0.0	1.6	1.0	* 0.0	1.0	4.8	1.0	
Finance, property and business services	2.6	1.2	3.9	1.2	1.2	3.9	1.2	2.2	1.4	
Public administration and defence	3.6	2.5	4.4	2.6	1.7	4.4	1.8	2.6	2.3	
Community services	1.7	0.6	3.1	0.6	0.7	3.1	0.8	1.3	0.6	
Recreation, personal and other services	4.3	3.8	3.2	3.6	2.9	3.2	2.8	3.9	3.3	
Total all industries	1.0	0.5	1.2	0.5	0.5	1.2	0.5	1.0	0.6	
Private sector	1.3	0.6	1.3	0.6	0.6	1.3	0.6	1.2	0.7	
Public sector	1.2	0.5	2.6	0.5	0.5	2.6	0.5	1.4	0.6	

## APPENDIX B

## GLOSSARY

*Adult employees* are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

*Award pay or agreed base rate of pay* refers to the award pay or agreed rate of pay for ordinary time hours paid for. It includes payments from enterprise bargaining awards and agreements. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

*Employees* refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

*Enterprise bargaining pay* refers to weekly payments (additional to prescribed award rates) resulting from enterprise bargaining awards and agreements.

*Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

*Industry* is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 8).

*Junior employees* are those employees who are not adults as defined.

*Managerial employees* are adult managerial, executive and professional staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.

*Mean (or average) earnings or hours* refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

*Median earnings or hours* refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

*Non-managerial employees* are those who are not managerial employees as defined.

*Occupation* is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 9 to 11).

*Ordinary time hours paid for* refers to employees' award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period.

*Overaward pay* refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

*Overtime hours paid for* refers to hours in excess of award, standard or agreed hours of work.

*Payment by measured result* refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

*Percentiles* refer to any of a hundred divisions of an earnings or hours series. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.

*Reference period* for the survey refers to the last pay period ending on or before 21 May 1993.

*Sector*. Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

*Weekly ordinary time earnings* of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, enterprise bargaining payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

*Weekly overtime earnings* of employees refers to payment for hours in excess of award, standard or agreed hours of work.

*Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

*Weekly total hours paid for* refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

## APPENDIX C

### ADDITIONAL DATA AVAILABLE ON REQUEST

A large range of unpublished data is available from the Survey of Employee Earnings and Hours on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

#### **A. HOW TO PLACE AN ORDER**

Firstly, determine the population (from C below) and the variables (from D) that you require estimates for. A covering letter indicating these requirements and the uses of the data requested should be returned to:

Assistant Director  
 Labour Income and Disputes Sub-section  
 Australian Bureau of Statistics  
 P.O. Box 10  
 Belconnen ACT 2616

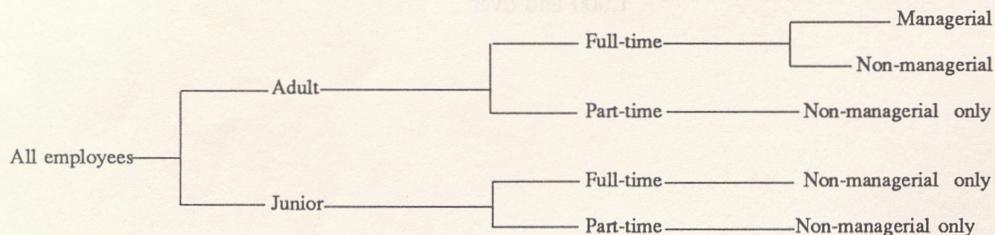
#### **B. CONTACT OFFICER**

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, and the charges involved, please phone Denise Burton on Canberra (06) 252 5325.

Requests can be sent by facsimile to (06) 251 5486.

#### **C. POPULATIONS**

The variables listed below are available in respect of each of the following populations:



#### **D. VARIABLES**

The following variables are available from this survey (subject to the reliability of the estimates).

##### **Distribution of employees by levels of:**

Weekly total earnings  
 Weekly ordinary time earnings  
 Weekly overtime earnings

Weekly total hours paid for  
 Weekly ordinary time hours paid for  
 Weekly overtime hours paid for

##### **Composition of earnings**

Average weekly total earnings  
 Average weekly ordinary time earnings  
 Award or agreed base rate of pay  
 Overaward pay

Payment by measured result  
 Overtime

##### **Average hourly earnings**

*Note: Earnings and hours ranges can be specified to suit individual requirements.*

<b>Composition of hours paid for</b>	<b>Industry</b>
Average weekly total hours paid for	Mining
Average weekly ordinary time hours paid for	Manufacturing
Average weekly overtime hours paid for	Food, beverages and tobacco Textiles; Clothing and footwear Paper, paper products, printing and publishing Chemical, petroleum and coal products Metal products, machinery and equipment- Basic metal products Fabricated metal products; other machinery and equipment Transport equipment Other manufacturing
<b>State/Territory</b>	Electricity, gas and water Construction
New South Wales	Wholesale and retail trade
Victoria	Wholesale trade
Queensland	Retail trade
South Australia	Transport and storage
Western Australia	Communication
Tasmania	Finance, property and business services
Northern Territory	Public administration and defence
Australian Capital Territory	Community services
Australia	Recreation, personal and other services
<b>Sector</b>	Total all industries
Private sector	
Public sector	
Total all sectors	
<b>Sex</b>	
Males	
Females	
Persons	
<b>Occupation</b>	
ASCO major group (as shown in Table 3)	
ASCO minor group (2 digit codes)	
ASCO unit group (4 digit codes)	
	<i>Note: Information at a finer level of detail may also be available.</i>
	<b>Size of firm (number of employees)</b>
	Under 20
	20 - 49
	50 - 99
	100 - 499
	500 - 999
	1,000 and over





No  
331.20994  
AUS

## For more information ...

The ABS publishes a wide range of statistics and other information on Australia's economic and social conditions. Details of what is available in various publications and other products can be found in the *ABS Catalogue of Publications and Products* available at all ABS Offices (see below for contact details).

### Information Consultancy Service

Information tailored to special needs of clients can be obtained from the Information Consultancy Service available at ABS Offices (see Information Inquiries below for contact details).

### National Dial-a-Statistic Line

0055 86 400

(Steadycom P/L: premium rate 25c/21.4 secs.)

This number gives you 24 hour access, 365 days a year for a range of statistics.

### Electronic Data Services

A wide range of ABS data are available on electronic media. Selections of most frequently requested statistics are available, updated daily, on DISCOVERY (Key \*656#). The ABS PC TELESTATS service delivers major economic indicator main features ready to download into personal computers on the day of release. The PC Ausstats service enables on-line access to a data base of thousands of up-to-date time series. Selected datasets are also available on diskette or CD-ROM. For more details on electronic data services available, contact Information Services in any of the ABS Offices (see Information Inquiries below for contact details).

### Bookshops and Subscriptions

There are over 500 titles of various publications available from ABS bookshops in all ABS Offices (see below Bookshop Sales for contact details). The ABS also provides a subscription service through which nominated publications are provided by mail on a regular basis at no additional cost (telephone Publications Subscription Service toll free on 008 02 0608 Australia wide).

## Sales and Inquiries

### Regional Offices

SYDNEY	(02)
MELBOURNE	(03)
BRISBANE	(07)
PERTH	(09)
ADELAIDE	(08)
HOBART	(002)
CANBERRA	(06)
DARWIN	(089)

### Information Inquiries

268 4611
615 7000
222 6351
323 5140
237 7100
205 800
207 0315
432 111

### Bookshop Sales

268 4620
615 7829
222 6350
323 5307
237 7582
205 800
207 0315
432 111

### National Office

ACT	(06)
-----	------

252 6007
----------

008 020 608
-------------



Information Services, ABS, PO Box 10, Belconnen ACT 2616



2630500005939

ISSN 1031-0231